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ABSTRACT

This document begins with a communication from the Commission of the European Communities (CEC) that proposes an action program for the training and preparation of young people for adult and working life. It analyzes the present situation, outlines the action program, and presents a nine-point plan of supporting action to be implemented by the CEC. An explanatory memorandum follows this communication. It contains a more detailed explanation of the supporting action to be taken by the CEC. The various measures to be implemented are described, corresponding to the nine-point plan of action. Measures include partnership initiatives in vocational education and training, technical assistance, comparative research, surveys of coverage of youth training measures, review of vocational qualifications, youth information projects, youth initiatives, exchange of training specialists, and regular dialog. The proposal for the council decision follows the Memorandum. An appendix to the proposal also outlines the nine points or measures. Other contents of this document include a financial statement, a note on the impact of certain legislative acts, and an opinion of the Advisory Committee on Vocational Training on the Commission's Working Document, "The Training and Preparation of Young People for Adult and Working Life." (YLB)

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COMMISSION OF THE EUROPEAN COMMUNITIES

COM(87) 90 final
Brussels, 18 March 1987

Proposal for a
COUNCIL DECISION
adopting an Action Programme for the training and preparation of
young people for adult and working life

(presented by the Commission)

Work Programme 1985-1988

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INTRODUCTION

1. The European Community needs to put the highest premium on investment in its young people, their skill, versatility, sense of initiative and their ability to learn to cope with change. They represent the vital human resources for growth and prosperity in the Community of tomorrow. There are today over 53 million young people aged 14-25 in the enlarged European Community, Spain adding 6,5 million and Portugal nearly 1 million to the previous figure of 46 million.
2. While many young people are following programmes of education or training or are in a job, the unemployment rates remain depressingly high; about 1 in 4 for young men and 1 in 3 for young women. The overall national unemployment rates for young people have not improved, in most cases, since 1983. Although the demographic trends may be helpful for most Member States, since the number of 15-24 year olds in the Community will fall by 25 % by the end of the century, the national youth unemployment statistics conceal the existence of areas where the rates are twice or three times as high. The personal tragedy of so many wasted lives apart, the Community cannot, and must not, accept the continuing loss or under-utilisation in the 1990s of those who will form so large a part of its adult working population.
3. Over the past few years, the Community has concentrated its efforts on the need for strategies to create new job opportunities for young people, as outlined in the Council Resolution on the promotion of employment for young people¹, which stressed the need for such strategies to be coordinated with programmes of vocational training, as an instrument of an active employment policy.
4. Although progress in the education and training field is not a panacea for combatting youth unemployment, and recognising that this contribution must be seen as part of a comprehensive response to the employment situation, the Commission considers that investment in training is a vital factor in future social and economic development. In this context, the effectiveness of vocational education and training opportunities provided for young people is a decisive factor in creating the conditions for their participation in continuing education and training throughout their adult working lives.
5. The Commission's proposals in this communication represent a direct response to the mandate of the European Council which, at its meeting in Milan on 28-29 June 1985, instructed the Commission and the Member States to take the necessary implementing powers to give a concrete follow-up to the measures proposed in the Adonnino Committee's Report on a "People's Europe". This report, approved by the European Council, underlined the importance of youth policies for the European

¹. Council Resolution of 23 January 1984 - OJ N° C 29 of 4 February 1984.

Community and called inter alia for "Member States to do their utmost, within national policies, whenever possible in association with enterprises and social partners, to ensure that all young people wishing to do so receive one year's, or if possible two years', vocational training in addition to their compulsory education".

6. The Commission's proposals take into account recent developments in the training and preparation of young people for adult and working life in the different Member States. In particular, they aim to update and give further impetus to the common training policies set out in July 1983 in the Council Resolution on Vocational Training Policies for the 1980s², in the light of the Commission's review, issued in May 1986³, of the measures taken by Member States to implement the terms of that Resolution. Moreover special attention has been given to the recent further enlargement of the Community, and the need to associate Spain and Portugal closely with the policy developments and actions at Community level, taking into account their distinctive national arrangements and needs in the training field. The proposals also respond to the Council Resolution of 11 December 1986 on an action programme for employment growth, which invited the Commission to present proposals on Youth Training in 1987.
7. In particular, in accordance with its Treaty obligations, the Commission's proposals are designed to promote the pursuit of common policies so as :
 - (a) to raise the standards and quality of vocational education and training provisions for young people throughout the Community so that they may be better prepared for adult and working life
 - (b) to modernise the various vocational education and training arrangements available to young people, avoiding ad hoc and temporary structures, and to strengthen the sense of shared responsibility of all parties in the public, private and voluntary sectors, in order to mobilise all available resources to meet the needs of young people, the economy and society more generally ;
 - (c) to provide young people with a qualifying training experience, leading to a recognised qualification linked to the mainstream of vocational qualifications, which will improve their access to employment and better equip them for continuing education and training opportunities throughout adult life.

². OJ N° C 193 of 20.7.1983

³. Youth training in the European Community, CUM (86) 285 final of 29.5.1986.

- (d) to promote greater flexibility of response by the training systems to the complex challenges emerging from rapid economic, technological and social change, so that training may become a more vital and integral factor in both economic and social development ;
 - (e) to give a strong European dimension to the various training initiatives and to stimulate exchange of experience between Member States as a contribution to the achievement of the internal market and the elimination of barriers to the free movement of persons in the Community.
8. This communication also follows up the Commission's Memorandum for International Youth Year, issued in July 1985⁴, which promised to "make further proposals to improve the education and training of young people, their information, guidance and counselling, and to extend the second action programme at Community level (1983-1986) concerning the transition of young people from school to adult and working life". It draws on the experience derived from the second Transition Programme on which an interim report was presented by the Commission to the Council and to the Economic and Social Committee in January 1986⁵. Moreover, it complements the new COMETT programme⁶, adopted by the Council in July 1986, as well as the ERASMUS⁷ and YES⁸ proposals also presented by the Commission in direct response to the mandate of the European Council regarding the need to build a "People's Europe". It also forms part of the programme to achieve the Internal Market set out in the Commission's White Paper⁹, as a contribution to facilitating the free movement and establishment of Community citizens.
9. The opinion expressed in the Advisory Committee for Vocational Training, at its meeting on May 27 and 28 1986, has also been carefully taken into account. (See Annex 2 for text of full opinion.)

⁴. Com (85) 247 final of 1 July 1985

⁵. COM (85) 767 final of 23 December 1985

⁶. OJ N° L 222 of 8 August 1986, p.17.

⁷. COM (85) 756 final of 20 December 1985

⁸. COM (85) 52 final of 5 March 1986

⁹. COM (85) 310 final of 14 June 1985

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PRESENT SITUATION

10. There has been a vast expansion of "post-compulsory" vocational education and training in recent years, particularly for the under 18 age-group, although the university and higher education systems as such have been subject to cuts in most Member States. Whether or not there is legislation covering post full-time compulsory education, whether or not there is the actual training capacity available to meet all needs, there seems now at least to be widespread agreement that all young people should have a more extended period of vocational education and training to develop both general and specific skills equipping them for the world of work, before entering (or trying to enter) full-time employment. Unlike the 1970s, the pressures on young people to pursue their training and preparation for adult life beyond the minimum school-leaving age arise particularly from the challenge of new technologies and the wider recognition of Europe's need to have a well educated work force if it is to turn out goods of high added value and compete effectively in world markets. The idea that education and training constitute a more respectable alternative to or a refuge from unemployment is rapidly losing currency.

In addition, account must be taken of the growing evidence that the population of unemployed young people, and particularly those who suffer from repeated or long-term periods of unemployment, contains unacceptably large numbers of those without basic skills, who have been, in their own eyes, failures at school, and who then find themselves unable to get or to hold down a job. The education and training systems have an important role to play in helping to prevent what amounts to a total exclusion from society for far too many young people.

11. Overall, with relatively fewer young people in most Member States seeking to enter full-time employment immediately after compulsory schooling, the significance of the "break point" at the end of compulsory schooling is diminishing - all the more so as "special measures" for the young unemployed are being increasingly integrated within Member States into mainstream vocational education and training provision, or represented as "transition" measures between education and employer-based traineeships.
12. The period of transition between the end of schooling and entry into stable employment is often long and lengthening for the majority of young people in the European Community. There is no single point of transition but rather an increasing multiplicity of exit and re-entry points which have to be negotiated by young people. Moreover, there are different types of institutions and organisations providing vocational education, training, guidance or work experience according to the particular point in the process reached by the young people in question. It has to be recognised that the vocational education and training arrangements in most Member States are somewhat fragmented, as different government departments with overlapping responsibilities in the training field have developed temporary or crash programmes

for young people in recent years. The need for closer cooperation even coordination between them has become widely established and the Commission has in recent years drawn the attention of national authorities to the weaknesses inherent in fragmented and uncoordinated provision.

13. The emergence in recent years in most Member States of many new training structures and programmes specially designed for young people has also been complemented by changing national policies involving either the re-centralisation or the decentralisation of education and training services. In particular, the training and guidance opportunities, and the differing financial conditions usually attached to them, often appear confused and bewildering to young people. Many voluntary agencies too have tried to fill the gaps in training provision for the least qualified and most vulnerable young people. These different factors have increased the already growing public concern about the fragmentation of services on offer to young people and the need for more coherence and coordination in their planning and delivery.
14. Guidance and counselling are of key importance for girls and young women, who continue to make traditional choices where education and training are concerned, choices leading to a limited number of jobs, often low paid and with poor career prospects. Action is needed to promote a change of attitudes and improve access to all opportunities in vocational education and training irrespective of sex. Here too a coordinated approach between all the bodies and associations dealing with guidance and counselling in general, and for girls in particular, could lead to a widespread use of specific actions to assist girls in making informed choices.
15. Efforts to ensure that young people pursue vocational education and training up to and even beyond 18 years of age can only in the final resort be successful if young people themselves feel they have an element of choice in the matter - a choice between a variety of training or work-related activities suited to their own individual aspirations and capacities. That implies raising the quality and diversity of training provisions so as to ensure that all young people have a similar opportunity and a similar motivation to invest in their future. It is the concern of the Community as a whole that special efforts are made to eliminate regional disparities in this respect, particularly as regards high drop-out rates (eg. in some rural areas, or where the compulsory school leaving age is well below the Community average, as is the case in Portugal).
16. Increasingly there is evidence of wider recognition of the need for new partnerships in mobilising the various education, training and counselling resources available to young people in a more coherent, and transparent form which can also secure the wider participation of young people in the programmes on offer. These partnerships should not simply involve public authorities, but also link up the wide range of other agencies and interests, especially at local level,

both private and voluntary. There is scope for such partnerships to be developed further between national, regional and local authorities, in accordance with the specific dynamics and traditions of each Member State, particularly with regard to the active role of the social partners, so that this commitment to mobilisation of all available resources becomes a reality at all levels. Greater public understanding of and commitment to the training systems, through active participation in this process will also help raise standards and secure the necessary support for further investment in vocational education and training. Parents and the social partners have a special role in this respect.

17. Within such partnerships, a special focus should be given to exploring the potential for more effective links between schools and industry, commerce, agriculture and the service sector. This is already occurring in some Member States, and provides inter alia the basis for work experience and linked work/training opportunities for young people, but may well develop more widely if set within a broader coalition of interests committed to the adaptation of existing training capacity and its further expansion. The special position and potential of small and medium-sized firms needs to be taken into account in this context as employment opportunities, particularly at the level of the local labour market, are often restricted to relatively small employers. The adaptability and flexibility required of workers in smaller enterprises can be better recognised and catered for in the vocational education and training context through links between small and medium-sized firms and the schools and training institutions. Young people too need to be prepared for the entrepreneurial challenges they will face if they eventually work in a small or medium sized firm. The importance of this aspect was underlined recently in the Commission's Action Programme on small and medium-sized enterprises¹⁰ upon which the Council adopted a Resolution last October.
18. An improvement in the quality of training for young people and in their preparation for adult and working life presupposes not only close collaboration between all the actors involved but also the development of their professional competence. In this respect particular attention needs to be paid to the training of trainers and to staff development in general. Experience of common training programmes involving different categories of trainers has proved valuable in encouraging effective collaboration in the pursuit of common objectives.
19. The emergence of new training programmes and structures, the lengthening period of training and the increasing number of exit and re-entry points to training present young people with a confusing and complex picture. Obviously it is desirable that young people should feel that they have an element of choice and that they can negotiate their own learning programmes but a prerequisite to choice and to negotiation, is an awareness of the range of options. Many young

¹⁰ COM (86) 445 final.

people, and particularly disadvantaged young people, simply do not have this awareness. They do not know about the variety of programmes, facilities and services which are available to them. It is not that information does not exist, in fact in some instances there is almost an overprovision. It is simply the fact that the information is not presented in the appropriate style or format to make it attractive to, and understandable by, young people. The Commission has already supported a series of youth information projects¹¹ which have demonstrated how existing agencies, working in conjunction with young people, can successfully market their services to many others who are in the period of transition.

20. In addition to these youth information projects, there is a wealth of evidence in the different Member States to suggest that many young people are themselves eager to take the initiative in launching projects which not only engage their often untapped energies but also increase their confidence to participate in other projects and sometimes lead on to jobs. The initiatives of young people to communicate, inform each other, identify themselves in the media etc are an important part of removing the traditional paternalism of youth policy, which has undermined many of the well-intentioned efforts by public authorities to solve young people's problems for them. The Commission has also given limited support, on an experimental basis, to a series of youth initiatives or projects, where young people have played a leading role in their design and management, primarily in the area of training, cooperatives and contact with the media.

PROPOSALS FOR ACTION

21. In the light of this analysis of the situation, the following further action programme is proposed for the period 1987-1992, as an extension to the measures adopted by the Council in its Resolutions of 11 July 1983 on vocational training policies for the 1980s¹², and its previous Resolution of 1979 on linked work and training for young people¹³. The proposals build moreover on the considerable achievements of the current action programme on the transition of young people from school to adult and working life which is due to end, in its present form, in 1987¹⁴.

¹¹ Note : As a contribution to International Youth Year, and in collaboration with the Luxembourg authorities, the Commission held a European conference in November 1985, bringing together promising examples of such projects. The results of this conference are available in a Social Europe supplement (3/86).

¹² . OJ N° C 193 of 20 July 1983

¹³ . OJ N° C 1 of 3 January 1980

¹⁴ . OJ N° C 193 of 28 July 1982, p. 1, as amended by OJ N° C 328 of 18.12.1985, p. 3.

22. The central objective of this action programme should in particular be : to promote the expansion, improvement and diversification of vocational education and training opportunities in such a way as to ensure that all young people in the European Community wishing to do so receive one year's, or if possible two years', vocational training in addition to their compulsory education.
23. The measures to be pursued by the Commission in order to assist the Member States, in close cooperation with the social partners, in achieving this central objective, are set out in the texts of the draft decision and annex which accompany this communication together with the relevant explanatory notes in the attached Memorandum. The precise measures to be taken by the Commission would be planned on the basis of proposals to be presented by Member States, consulting appropriately with the social partners at national level. The Commission envisages the creation of a working group of national policy coordinators to be nominated by Member States, to advise on the development of the programme. The progress of the programme would be reviewed each year by the Commission reporting to its tripartite Advisory Committee for Vocational Training and to the Education Committee of the Council. In accordance with the terms of the Council Resolution adopted in 1983, the programme is designed to strengthen the Community dimension in the planning and implementation of vocational education and training strategies by arranging for the linking of projects in this field within the framework of a European network and for the pooling and exchange of experience between Member States. In this way, the Commission can be equipped to continue to play a catalytic role in the pooling of experience and in identifying new, promising models for future developments.
24. The Commission envisages that this plan of action will also be closely linked to its new efforts to promote more effective policies for the continuing training of adults in firms. During 1987, the Commission's Communication ¹⁵ on this wider subject will be the subject of debate throughout the Community, in particular with respect to the investment in training by public and private sector companies and shared responsibility for such financing between governments, firms and individuals. Moreover, the Commission will ensure that policy developments in the field of training for both young people and adults will be fully taken into account in the forthcoming review of the financial instruments of the Community, so that every coherence is assured between the policies pursued by the Community and the use of the financial resources at its disposal.
25. The approach outlined in the above paragraphs governs the choice of the following specific actions to be pursued at Community level during the period 1987-1992. A 9 point plan of supporting action will be implemented by the Commission namely :
- (a) the launching of a European network of training partnership initiatives linking projects from the different Member states ;

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- (b) technical assistance in the vocational training field ;
- (c) comparative research on vocational education and training issues
- (d) co-sponsoring of surveys on youth training programmes and their effectiveness ;
- (e) review of evolution of vocational qualifications ;
- (f) support for innovative information projects on the transition to adult and working life which involve young people in their planning, organisation and implementation ;
- (g) support for youth initiatives to encourage the development of entrepreneurial skills, responsibility and creativity amongst young people ;
- (h) exchange of training specialists ;
- (i) regular dialogue and reviews between policy makers and the social partners of the implementation of the Council decision.

26. The Council is invited to adopt the draft decision and its accompanying annex. A more detailed explanation of the supporting action to be taken by the Commission is contained in the Explanatory Memorandum which follows this communication.

EXPLANATORY MEMORANDUM

to the draft Council Decision and Annex

In order to complement and back up the measures taken by Member States, the Commission will continue with its activities to encourage innovation and the qualitative improvement of vocational education and training systems. The objectives of the Community-level actions in the context of youth training policies will be designed in accordance with the terms of the draft decision and annex. These objectives will govern the choice of the specific actions to be pursued at Community level during the period 1987-1992.

The various measures to be implemented at Community level are described below and correspond to the 9 point plan of actions set out in Paragraph 25. of the Communication, and outlined in the Annex to the draft Council Decision.

(a) Partnership Initiatives in Vocational Education and Training

- (i) The Commission will establish a European network of training partnership initiatives for young people. The projects selected to participate in this network must involve a clear commitment to mobilise the collective resources of the public, private and voluntary sectors so as to develop a cooperative or an integrated approach to the vocational education, training and counselling needs of young people and to promote a climate for effective partnership between the agencies concerned. Special interest will be taken in the promotion of links between schools and industry, commerce, agriculture or the services sector, and in the promotion of cooperation in the training of trainers operating at different levels in the education and training systems.
- (ii) The Commission will select projects for inclusion in the European network on the basis of proposals from the Member States, consulting appropriately with social partners at the national level. The Member States will be invited to indicate projects which highlight promising initiatives relevant to the terms of the draft decision, and in particular to its policy objectives.
- (iii) The projects selected will have to demonstrate the potential to serve as multipliers for the dissemination of good practices both within and between Member States. In this way, the added value from participation in the European network will serve to complement measures taken at national, regional and local levels. The projects will play an active part in a Community-wide network for which the Commission will provide the necessary technical assistance, as well as continuing reporting and monitoring of the various activities.

- (iv) In the framework of the European network, partnerships between regions or local areas will be designed also to increase mutual understanding of the common economic and commercial interests of the local areas or regions involved and their cultural and commercial ties. Encouragement will be given by the Commission to exchanges and participation of the organisers of vocational education and training programmes and the young people involved between the local areas/regions concerned so as to give a practical significance to participation in a European scheme of this kind. This approach in particular is designed to underline the importance of the educational and training implications of the Community's commitment to complete the internal market¹.
- (v) Projects will normally participate in the European network for not more than two years ; the network will thus serve as a flexible framework for inclusion of innovative initiatives which respond to changing national policies over the 5 year period and serve as European examples capable of influencing the development of the mainstream systems in each Member State throughout the duration of the programme.
- (vi) Each project within the European network will receive a financial contribution from the Community to establish and develop the links with counterpart initiatives in other Member States, in the form of twinning agreements, and for coordinating the production of the reports to be provided for the European network. Where partnership initiatives involve collaboration and exchange of experience between regions or local areas from different Member States, the Community grant can include inter alia a contribution to travel costs, translation of materials and the running of workshops for the training of trainers and/or other multipliers (eg development agents). The Commission will produce a manual of good practice for general distribution, drawing on the case-study material derived from the various projects.

(b) Technical assistance

The achievement of the objectives set out in the draft decision will pose a considerable challenge to certain Member States. Already agreements exist with both Greece and Portugal for technical assistance in the training field. The Commission intends to develop further, in collaboration with CEDEFOP, the capacity to assist in advising and tackling training problems for Member States which require such assistance. Provision will therefore be made for special measures of technical assistance, including the sending of teams of European experts to certain regions. In such cases, the Commission will also provide a Community contribution to support the development of partnership where there is little experience of this partnership approach, as described in (a) above.

¹. COM (85) 310 final of 14 June 1985.

(c) Comparative research

- (i) It will be essential to monitor and evaluate the quality and efficiency of the measures taken to implement the terms of the Decision. The Commission therefore plans to organise a process of cooperative research which can facilitate the pooling of research expertise and resources in the field of vocational training. This will add a valuable European dimension and possible economies of scale to the efforts of individual Member States. Such an approach has already proved itself in the implementation of the Community action programme on new technologies and vocational training, and could be applied effectively in this area through close collaboration between the Commission, national authorities and the social partners.
- (ii) The Commission proposes therefore to invite national authorities to propose themes or areas of research linked to one or more of the agreed policy objectives and to designate an appropriate national agency which could participate in the cooperative Community programme. The Commission will then provide appropriate technical assistance for cooperation between the designated agencies, drawing on the technical assistance of CEDEFOP where appropriate, sometimes grouping countries or regions according to their special interest in certain themes of common concern, for example :
- the need for the collection of adequate statistics on the provision of and participation in vocational training programmes ;
 - the links between general and vocational education ;
 - the organisation of a system of continuing guidance and counselling ;
 - vocational training and forward looking labour market strategies ;
 - the impact of demographic change on training policies ;
 - the need to develop systems of assessment for work-based learning, and for work experience and observation in school curricula.
- (iii) The Commission will also provide support for synthesis and dissemination conferences both within Member States and at European level to make the results more widely available. The Commission will invite CEDEFOP to arrange for the exploitation and adaptation of such materials in the form of training packages for use in the training of trainers or other specialists, such as counsellors, in the different Member States.

(d) Surveys of coverage of youth training measures

- (i) The Commission's experience in undertaking the review of youth training measures in 1985² indicates that while Member States are giving high priority to the provision of training for young people, there is generally little evidence on how this provision is perceived by young people who have to make their way through the multiplicity of exit and re-entry points in the education and training systems, especially where, as is often the case, these are organized by different governmental departments and agencies. Special attention will be given to the need to monitor the quality and effectiveness of provision in certain regions and for disadvantaged groups of young people in particular, many of whom still slip through the net of provisions.
- (ii) The Commission will therefore co-sponsor in cooperation with national and/or regional authorities surveys of trends in the movement of young people through and between the education and training systems. Attention will be paid to questions relating to youth provision, especially early drop-outs, and those living in rural and peripheral areas of the Community and in the most deprived areas. All survey results will be broken down by sex so as to examine the participation of both young men and young women in training programmes.
- (iii) The Commission proposes to follow the procedure of co-financing such surveys, in partnership with the different national or regional authorities and with the technical assistance of CEDEFOP, building on present or planned surveys in the different Member States. This Community effort will facilitate comparative examination of the effects of and responses to the various training provisions and also serve as a European stimulus to national and regional authorities to monitor trends more systematically and to improve the instruments at their disposal to assess the effectiveness of their own systems. In this way, progressively, it will also be possible to improve standards of training policies throughout the Community.

(e) Review of vocational qualifications

- (i) The Commission proposes to focus comparative examination on curriculum development and certification systems which have important European repercussions if comparability of qualifications and free movement of workers are to be facilitated. To this end, the Commission intends to establish, with the technical assistance of CEDEFOP, the conditions for a regular review of the evolution of vocational qualifications in the different Member States. This review will be initiated with the close cooperation of Member States in the designation of centres which can serve as national reference agencies in this field, specializing in forward-looking manpower policies and the anticipated impact on qualifications. On the basis of this

². COM (86) 285 final of 29.5.1986

review, the Commission will arrange to pool experience concerning the development of modular systems or other innovative systems of training and certification.

- (ii) This review of vocational qualifications will also underpin the Commission's implementation of the Council's decision³ on comparability of qualifications. The rapidly changing structure of qualifications and the increasing emergence of families of skills will have to be taken into account in selecting priority sectors for the application of the Council decision.
- (iii) In conducting this review, special attention will be focussed on the ways vocational qualifications can relate more directly to competence required in work, national measures for setting standards, the coherence and cost-effectiveness of the design of qualifications, etc.

(f) Youth information projects

- (i) In recent years the Commission has given limited financial support to a series of youth initiatives, which involve the production of more effective and coordinated information resources to facilitate the transition of young people to adult and working life. The Commission has subsidised a number of projects such as Young Scot (United Kingdom), Viaggio (Italy), Ung ABZ (Denmark), in which young people have worked with a number of existing agencies to produce booklets for school-leavers. These booklets provide information on everything from work and job-hunting, to how to get cheap travel. It has also assisted other information projects which have involved young people in making films, videos, TV and Radio broadcasts, and in setting up Information Centres.
- (ii) The Commission will continue its assistance to these projects and will ensure that the most innovative European initiatives are drawn to the attention of all Member States. Particular attention will be paid to initiatives dealing with information for young women and girls.

(g) Youth initiatives

- (i) The Commission will continue to offer direct support to projects which actively involve young people in their planning and organisation and which encourage initiative, responsibility, and creativity amongst young people. Such projects may involve training, the use of the media and new technologies or the development of voluntary work and community work. These initiatives may be viewed as complementary to the more formal institutional arrangements for training and counselling. The experience and knowledge from such projects can assist an

³. OJ N° L 199 of 31.7.1985, p. 56

awareness of the needs and aspirations of young people and can provide existing agencies with indications, suggestions or models which will help them make their services more accessible to young people. Particular attention will be paid to initiatives which assist young women and girls.

- (ii) The Commission will provide financial assistance towards the launching or development of a project normally in the form of non-renewable grants for up to a 12 month period. Promoters, particularly those who are linked with public authorities, will generally be expected to finance at least half the cost of their projects through their own fund raising efforts, from public and private sources. Youth initiatives entirely run by young people may receive more generous funding.
- (iii) Eligible projects will be required to share information and experience with other youth initiatives both in their own country and with other Member States. The Commission will then provide support for the European-wide exchange of experience about youth initiatives, so as to stimulate wider and more active participation by young people. Progressively, the Commission intends to organise this process of exchange of experience so as to engage the active interest of national and regional authorities in encouraging such youth initiatives to form an integrated part of the mainstream of national education, training and labour market effort. The Youth Forum of the European Communities will be invited to assist in stimulating developments in this field, and further cooperation will also be appropriately developed with the Council of Europe⁴.

(h) Exchange of training specialists

The Commission will expand arrangements for the exchange of training specialists so as to further multiply awareness of good practices throughout the Community. The existing scheme of exchanges currently organised with the technical assistance of CEDEFOP will be strengthened so as to give more opportunities for comparative experience to be gained of vocational education and training developments. Priority will be given to the selection of trainers involved in the planning of training programmes related to the achievement of Articles 1 and 2 of the Council decision.

(i) Regular dialogue

The Commission will arrange with Member States throughout the 5-year period a series of high level European conferences to monitor the implementation of the Council decision and the associated action programme. The arrangement for this intensive dialogue will be made by the Commission with the help of the advisory group of Directors General

⁴. Note to the Conclusions of the European Youth Ministers at their conference held in Strasbourg, December 1985.

for Vocational Training (representatives of the different government departments responsible for training of young people and their preparation for adult and working life), and with representatives of the social partners at European level, drawing also on the technical assistance of CEDEFOP.

PROPOSAL FOR A COUNCIL DECISION

adopting an Action Programme for the training and preparation of young people for adult and working life.

THE COUNCIL OF THE EUROPEAN COMMUNITIES

Having regard to the Treaty establishing the European Economic Community, and in particular Article 128 thereof ;

Having regard to Council Decision 63/266/EEC of 2 April 1963 laying down general principles for implementing a common vocational training policy, and in particular the Second and Tenth Principles;

Having regard to the proposal from the Commission ;

Having regard to the opinion of the European Parliament ;

Having regard to the opinion of the Economic and Social Committee ;

Whereas the fundamental objectives of the common vocational training policy set down in the second principle of Decision 63/266/EEC refer in particular to the need to guarantee adequate vocational training for all and to avoid any harmful interruption between completion of general education and commencement of vocational training ;

Whereas the Tenth Principle of Decision 63/266/EEC states that special measures may be taken in respect of special problems concerning specific sectors of activity or specific categories of persons ;

Whereas the Council in its Resolution of 18 December 1979 on linked work and training for young persons¹ affirmed that there is a continuing need to encourage the development of effective links between training and job experience and to establish coordinated programmes and structures making for cooperation between the various bodies responsible ;

Whereas it is a priority objective that young people should be properly prepared for working life and their responsibilities as adults, and that measures be developed to improve the transition of young people from school to adult and working life ;

Whereas there is a need for all young people wishing to do so to receive one year or, if possible, two years vocational training in addition to their compulsory education, as agreed by the European Council at its meeting in June 1985 when it adopted the report of the Ad Hoc Committee on a People's Europe and mandated the Commission and the Council, acting within their respective powers, to ensure the implementation of the proposals contained therein ;

Whereas there is a need to promote further action and to build on the achievements as well as the measures previously taken at Community level in respect of vocational education and training and to complement the financial interventions in support of youth training currently carried out within the framework of the European Social Fund ;

¹ OJ N° 63, 20.4.1963, p. 1338/63

² OJ N° C 1, 3.1.1980, p. 1.

Where there is a need to give a visible European dimension to the different policy measures designed to raise the standards of vocational education and training for young people throughout the Community and to place greater emphasis on better information for young people, on active participation and on the development of their entrepreneurial capacities;

Whereas there is a need to give a European dimension to the various training initiatives and to stimulate exchange of experience between Member States as a contribution to the achievement of the internal market and the elimination of barriers to the free movement of persons in the Community,

HAS DECIDED AS FOLLOWS

Article 1

A programme to stimulate improvements, within the Community, in the training and preparation of young people for adult and working life is hereby adopted for a five year period commencing on 1 July 1987.

This programme, in pursuance of common policies on vocational training, is designed to assist Member States in ensuring that all young people in the Community wishing to do so receive one year's, or if possible two years', vocational training in addition to their compulsory education.

Article 2

In order to raise the standards and quality of training provisions throughout the Community, the objectives of the programme shall be as follows :

1. to support, in cooperation with the Member States and the social partners, the development and introduction of measures to strengthen links and cooperation at all levels between the vocational education and training systems and with all sectors of the economy both public and private with a view to:
 - adapting curricula to enhance the capacity of young people to achieve their full potential and to take account of economic, technological and social change,
 - providing and developing a variety of learning opportunities which reflect working life and the practical realities and needs of the economy and,
 - helping young people as far as possible to develop an understanding of trends in the world of industry, commerce, services and agriculture, and of the further training and employment implications and opportunities for them.
2. to support closer cooperation and the bridging of gaps between the various agencies responsible for the vocational education and training and guidance of young people, including as appropriate public, private and voluntary bodies and youth organisations at national, regional or local levels. Such cooperation, based on the idea of shared responsibility for the social and vocational integration of young people, should be designed to facilitate the coordination and cost-effective implementation of all services and policies aimed at young people by :
 - diversifying the provision for vocational education and training so as to offer choice for young people with different kinds of ability leading to recognised vocational training qualifications;

- allowing for more flexible approaches towards achieving a better balance between the need for breadth in the programmes on offer and the requirements for necessary vocational specialisation.
3. with respect to the above objectives, to encourage partnership initiatives which aim to provide an integrated approach to the vocational education and training and guidance of young people as part of the Community's active employment policy and involve the social partners in the dialogue about the setting of training standards.
 4. to encourage a greater use of opportunities which have been created outside the traditional systems for a more diversified process of guidance and counselling, and also to promote the coordinated provision of guidance and counselling both during the final period of compulsory education and on a continuing basis thereafter in the light of the needs of young people, especially young women.
 5. to promote equal opportunities and give special attention to young people who are disadvantaged - whether because of their culture or race, their mental or physical handicap, their social or economic background or because of their levels of attainment as school-leavers, in particular through :
 - training programmes to assist long-term unemployed young people ;
 - measures taken in the final period of compulsory schooling to ensure the acquiring of basic skills ;
 - measures taken to enable young women to participate on an equal basis in vocational training programmes.
 6. to encourage the development of creativity, initiative and entrepreneurial spirit to assist young people in taking an active part in planning and shaping their own futures, and to help them acquire the skills and confidence necessary to enter vocational education and training programmes and/or the labour market, with particular reference to the initiative and adaptability required of workers in small and medium-sized enterprises.
 7. to strengthen the Community dimension in the planning and implementation of vocational education and training strategies so as to promote greater flexibility of response by the training systems to the complex challenges emerging from rapid economic, technological and social change, so that training may become a more vital and integral factor in both economic and social development.

Article 3

1. In order to achieve the objectives stated in Article 2, and to support and complement the work of the Member States, the Commission shall carry out specific incentive and complementary measures, as set out in the Annex.

2. In performing this task the Commission shall be assisted by a Committee. The Committee shall be composed of twenty-six members:

- a) two representatives per Member State, representing the Education and Training authorities, as appropriate. These members shall be appointed by the Commission on the basis of proposals from the Member States ;
- b) two representatives of the social partners, appointed by the Commission on the basis of proposals from the Community-level organisations representing the social partners ;

Members of the Committee may be assisted by experts or advisers.

A representative of the Youth Forum shall participate in the work of the Committee as an observer.

The Committee shall be chaired by a representative of the Commission.

The proceedings of the Committee shall be confidential.

The Committee shall adopt its own rules of procedure. Secretarial services shall be provided by the Commission.

3. The Commission may consult the Committee on all questions concerning the implementation of the programme and its coherence with national policies.

In seeking the Committee's views, the Commission may specify the deadlines by which these views shall be submitted.

The Committee's discussions shall not be followed by a vote. However, every member of the Committee shall have the right to require that his/her opinion be recorded in the minutes.

Article 4

- 1. Regular reports on the implementation of the action programme shall be submitted to the Advisory Committee for Vocational Training set up under Council Decision 63/688/EEC³ and to the Education Committee, set up pursuant to the Resolution of 9 February 1976 of the Council and of the Ministers of Education, meeting within the Council⁴.
- 2. An interim report on the implementation of this action programme shall be presented to the Council and to the European Parliament by the Member States and by the Commission before the end of 1989, and a final report before the end of 1992.

³. OJ N° 190, 30.12.1963, p. 3090/63

⁴. OJ N° C 38, 19.2.1976, p. 1.

**ANNEX TO THE DRAFT DECISION ADOPTING AN ACTION PROGRAMME FOR THE TRAINING
AND PREPARATION OF YOUNG PEOPLE FOR ADULT AND WORKING LIFE**

1. This action programme is designed to incorporate a range of incentive and complementary measures to be pursued by the Commission in collaboration with the Member States and the social partners, to encourage innovation and the qualitative improvement of vocational education and training systems in the European Community.

2. For the duration of the programme 1987-1992, support may be given for the following activities :

(a) Support for partnership initiatives in vocational education and training which :

- involve a clear commitment to mobilise the collective resources of the public, private and voluntary sectors so as to develop a cooperative or an integrated approach to the vocational education, training and counselling needs of young people,
- demonstrate a commitment to liaise with counterpart initiatives in other Member States, for example through twinning agreements, and to take an active role in a Community-wide network providing technical assistance, monitoring and evaluation.

The financial contribution of the Community will be limited to the operational expenses incurred through activities with a European dimension, linked to the European network, up to a maximum of 30.000 ECU per partnership, for a maximum of 2 years. Support will also be granted for specific projects exchanging experience, up to 50 % of the cost.

(b) Technical assistance consisting of :

- special measures, including the sending of teams of experts, to advise on or tackle training problems in specific areas or regions ;
- a financial contribution to assist in the developments of the training partnerships referred to in (a).

The financial contribution of the Community will consist of a maximum of 50.000 ECU per project.

(c) Support for comparative research programmes involving technical assistance for cooperation between designated agencies participating in the cooperative programme.

A contribution will also be given for the synthesis of the cooperative research and for dissemination conferences at national and Community level.

The financial contribution of the Community will consist of a maximum of 40.000 ECU per programme of comparative research. The contribution for synthesis and dissemination conferences will be limited to 50.000 ECU, or 50 % of the cost of the conference, whichever is the lower.

(d) Co-sponsoring of surveys of coverage of youth training measures, which

- survey trends in the movement of young people through and between the education and training systems ;
- pay attention to specific problems relating to youth provision, particularly early drop outs and young people living in rural, peripheral and the most deprived areas ;
- break down results by sex.

The financial contribution of the Community is limited to a maximum of 50.000 ECU per survey.

(e) Support and technical assistance for establishing the conditions for a regular review of the evolution of vocational qualifications, and the pooling of experience in this field.

(f) Support for Youth information projects, which

- involve the production of effective information resources to facilitate the transition of young people to adult and working life and actively involve young people in the gathering and presentation of information ;
- assist existing agencies in making their services more accessible to young people, especially those whom they normally do not reach ;
- include a commitment to exchange experience and share information at national and community level.

The financial contribution of the Community will consist of a maximum of 10.000 ECU per project, representing not more than 50 % of the cost of the project.

(g) Support for Youth initiatives, which

- enable young people to develop skills, initiative and responsibility through training, use of the media and new technology and through voluntary work and community projects ;
- assist disadvantaged young people and the development of policies concerning them ;
- include a commitment to exchange experience and share information at national and Community level.

The financial contribution will consist of a maximum of 10.000 ECU per initiative, representing in general not more than 50 % of the cost of the initiative, but up to 80 % in the case of initiatives managed entirely by young people.

(h) The strengthening of the existing scheme for the exchange of training specialists, currently organised with the technical assistance of CEDEFOP, giving particular attention to the selection of training specialists involved in the implementation of the objectives of the Decision.

(i) Support for regular dialogue to monitor the implementation of the Council Decision and associated action programme, by means of financial contributions for a series of high-level European Conferences.

The financial contribution of the Community will consist of 100.000 ECU per conference, representing not more than 50 % of the cost.

3. Complementary measures may be carried out by the Commission, including ;

- dissemination of information and exchange of experience ;
- networking arrangements for partnerships, youth information projects and initiatives ;
- monitoring and analysis at Community level ;
- assistance for the organisation of seminars, conferences and specific cooperation projects.

FINANCIAL STATEMENTI. Budget item

B 634 (partial).

II. Legal basis

Article 128 of the Treaty.
Council Décision 63/266/EEC 2 April 1963¹.

III. Classification

Non compulsory expenditure.

IV. Description of measure1. Objectives

- a) To support, in cooperation with the Member States and the social partners, the development and introduction of measures to strengthen links and cooperation at all levels between the vocational education and training systems and with all sectors of the economy both public and private with a view :
- to adapting curricula to enhance the capacity of the young people to achieve their full potential and to take account of economic, technological and social change,
 - to providing and developing a variety of learning opportunities which reflect working life and the practical realities and needs of the economy and,
 - to helping young people as far as possible to develop an understanding of trends in the world of industry, commerce, services and agriculture, and the further training and employment implications and opportunities for them.
- b) To support closer cooperation and the bridging of gaps between the various agencies responsible for the vocational education and training and guidance of young people,

¹. JO 63, 20.4.1963

including as appropriate public, private and voluntary bodies and youth organisations at national, regional or local levels. Such cooperation, based on the idea of shared responsibility for the social and vocational integration of young people, should be designed to facilitate the coordination and cost-effective implementation of all services and policies aimed at young people by :

- diversifying the provision for vocational education and training so as to offer choice for young people with different kinds of ability leading to recognised vocational training qualifications;
 - allowing for more flexible approaches towards achieving a better balance between the need for breadth in the programmes on offer and the requirements for necessary vocational specialisation.
- c) With respect to the above objectives, to encourage partnership initiatives which aim to provide an integrated approach to the vocational education and training and guidance of young people as part of the Community's active employment policy and involve the social partners in the dialogue about the setting of training standards.
- d) To encourage a greater use of opportunities which have been created outside the traditional systems for a more diversified process of guidance and counselling, and also promote the coordinated provision of guidance and counselling both during the final period of compulsory education and on a continuing basis thereafter in the light of the needs of young people, especially young women.
- e) To promote equal opportunities and give special attention to young people who are disadvantaged - whether because of their culture or race, their mental or physical handicap, their social or economic background or because of their levels of attainments as school-leavers, in particular through :
- training programmes to assist long-term unemployed young people ;
 - measures taken in the final period of compulsory schooling to ensure the acquisition of basic skills ;
 - measures taken to enable young women to participate on an equal basis in vocational training programmes.
- f) To encourage the development of creativity, self-initiative and entrepreneurial spirit to assist young people in taking an active part in planning and shaping their own futures, and to help them acquire the skills and confidence necessary to enter vocational education and training programmes and/or

the labour market, with particular reference to the initiative and adaptability required of workers in small and medium-sized enterprises.

- g) To strengthen the Community dimension in the planning and implementation of vocational education and training strategies so as to promote greater flexibility of response by the training systems to the complex challenges emerging from rapid economic, technological and social change, so that training may become a more vital and integral factor in both economic and social development.

2. Persons concerned

- young people between 15 and 25 years of age receiving vocational education or training or who are unemployed ;
- teachers, training instructors, parents, social workers, people working with young people ;
- the social partners ;
- training instructors in industry, commerce, the services sector and agriculture.

3. Institutions concerned

Institutions responsible for the vocational education and training of young people and for preparing them for adult life.

V. Types of expenditure

Expenditure planned for the promotion, implementation, monitoring and assessment of the following activities :

- European network of partnerships for the training of young people ;
- technical assistance in launching of training partnerships ;
- comparative research in the framework of a Community cooperation programme ;
- horizontal examination of impact of training measures for young people ;
- examination of vocational skills ;

- support for youth information projects ;
- support for youth initiatives ;
- exchanges of training specialists ;
- conferences and other events designed to enhance interaction with the Member States.

VI. Basis of calculation (the figures set out here and in the attached table are estimates).

1. Time-schedule : non-differentiated appropriations. These appropriations remain within the four-year forecasts (87-90) of Chapter 63 (Article 634 in 1987 preliminary draft budget)

	C A	P A
1987	*7.225.000	*7.225.000
1988	8.030.000	8.030.000
1989	8.500.000	8.500.000
1990	9.300.000	9.300.000
1991	10.000.000	10.000.000 (1)

- * 3.000.000 of which for dissemination and exploitation of the results and evaluation of the second programme on the transition of young people from school to adult and working life.

2. (a) Vocational education and training partnerships and initiatives

The Community will set up a European network of partnerships for the training of young people. The financial contribution by the Community will be limited to the administrative costs of European-scale activities engendered by the strengthening of links with other similar projects in the framework of the European network up to a maximum of 30.000 ECU per partnership. It is proposed gradually to link an average of 90 partnerships a year, the Community contribution to the financing of each such partnership being limited to a maximum period of 2 years.

There will also be support for specific projects entailing exchanges of experience amounting to a maximum 50 % of the costs of the projects.

- (b) Technical assistance

Technical assistance in launching partnerships and a financial contribution of up to 50.000 ECU per project. Support is planned for an average of 16 projects a year.

(1) These amounts do not include CEDEFOP expenditure (Article 635).

(c) Comparative research

The Community will provide support for cooperative research projects up to a maximum of 40.000 ECU per project. The proposal is to provide support for 5 to 6 comparative research projects each year.

As regards the dissemination of the results of comparative research, the Community will also provide support for conferences up to 50.000 ECU or 50 % of the cost of the conferences. One conference is planned to be financed in 1987, 3 for the years 1988-1990 and 12 in 1991.

(d) Horizontal examination of impact of training measures

Co-financing of surveys carried out in the Member States to monitor the flow of young people through and between education and training systems up to a maximum of 50.000 ECU per survey. 5 surveys a year could be financed by the Community.

(e) Review of vocational qualifications

The Community will provide support for comparative reviews of the adaptation of curricula and for establishing the conditions for a regular review of the development of vocational qualifications with the technical aid of the CEDEFOP.

(f) Youth information projects

Community support for youth information projects up to a maximum of 10.000 ECU per project and not exceeding 50 % of the project. It is planned to support an average of 65 projects a year.

(g) Youth initiatives

Community support for the launching and development of youth initiative projects in the form of non-renewable one-year subsidies. Financing up to 50 % of the cost except in the case of projects entirely conducted by young people where the percentage could reach 80 % subject to a ceiling of 10.000 ECU per project. The proposal is to support an average of 65 projects a year.

(h) Exchanges between training specialists

Programme already under way (see CEDEFOP 1986 work programme and 1987 preliminary draft budget).

(i) Conferences

Organization of a series of European conferences. Financial assistance per conference : 100.000 ECU not exceeding 50 % of the total cost. The intention is to finance 1 in 1987, 2 in 1988 and 1989, 4 in 1990 and 12 in 1991.

The Community will provide support for a series of activities intended to enhance the effectiveness of policies and initiatives implemented in this field and will grant technical and financial assistance for exchanges of experience, the promotion of the network, the organization of seminars, conferences and specific cooperation projects. The services of specialized institutions and organizations will be called on in connection with technical aspects and for the purposes of assessment.

3. Community finance as a proportion of the total cost of the measure

Variable according to the measures undertaken under the programme.

4. Table

European Community action programme for the training and preparation of young people for adult and working life.

VII. Observations

The total budgets for the years 1987 to 1990 set out under VI.4 of the Table do not exceed the Commission's four-year budgetary forecasts for Chapter 63.

VIII Financial impact on staff and administrative appropriations

Staff required as from 1987 :

- 1 A7/A4 Management of action programme
- 1 A7/A4 Implementation and development of network of training partnerships
- 1/2 A7/A4 Coordination of youth projects
- 1 B Management of action programme contracts
- 1/2 B Technical preparation for meetings, seminars, cooperation projects, etc.
- 2 C Secretaries.



These staff requirements which imply an addition to the existing complement of :1 A7/A4

1 B
1 C

are based on the hypothesis set out above that the programme will be managed with the technical assistance of external bodies, especially as regards the exchange of experiences, promotion of networks, development of cooperation projects and the organization and monitoring of various events. Extra staff will be provided through internal redeployment and in the context of the hearings held in January 1987.

FINANCIAL ESTIMATES (in ECU)

1987 - 1991

Action	1987	1988	1989	1990	1991
a) - Training Partnerships	1.200.000	3.000.000	3.000.000	3.300.000	3.300.000
- Specific projects, exchanges of experience	310.000	310.000	450.000	480.000	480.000
b) Technical assistance	600.000	1.000.000	1.200.000	1.200.000	500.000
c) - Synthesis of comparative research	160.000	320.000	320.000	320.000	-
- Conferences - synthesis	50.000	150.000	150.000	150.000	600.000
d) Examination of impact of training measures	250.000	250.000	250.000	250.000	250.000
e) Review of vocational qualifications	50.000	250.000	250.000	250.000	250.000
f) Youth information projects	400.000	600.000	650.000	700.000	900.000
g) Youth initiatives	400.000	600.000	650.000	700.000	900.000
h) Exchanges of training specialists	p.m.	p.m.	p.m.	p.m.	p.m.
i) Conferences	100.000	200.000	200.000	400.000	1.200.000
Technical assistance for the exchange of experience, networking, organisation of seminars, conferences and specific cooperation projects.	705.000	1.350.000	1.380.000	1.550.000	1.620.000
TOTAL	4.225.000	8.030.000	8.500.000	9.300.000	10.000.000

NOTE ON IMPACT OF CERTAIN LEGISLATIVE ACTS ON THE SME AND EMPLOYMENT

1. Administrative obligations for firms arising from the application of the legislation

There are no binding obligations on firms. In the case of those wishing to take part in training partnerships, the cooperation measures implemented will entail certain administrative procedures.

2. Advantages for firms

- Yes
- Possibility of recruiting young workers who have received better vocational training and are better prepared for adult and working life, in that they have gained a knowledge of the employment market in general and experience of work from school onwards.

3. Disadvantages for industry (additional costs)

- At the discretion of the individual firm. Financial assistance will be provided for partnerships, covering the cost of participation in the European network, exchange of experience etc, etc.

4. Effects on employment

The advantage for employers in general of being able to recruit properly skilled and trained young people. Some concentration during the training period on developing young people's sense of initiative and enterprise. Support for young people who want to undertake their own projects and thus help them to create their own employment in the future and to be better prepared to meet the requirements of flexibility and adaptability, especially in the light of the conditions of employment in small enterprises.

5. Will there be prior consultation with the social partners ?

- Yes, in the framework of the Advisory Committee on Vocational Training, a tripartite committee.
- Opinion attached to the Decision.

. / ..

6. Is there an alternative, less binding, approach ?

There is nothing binding in the Act.

NOTE ON SINGLE ACT

1. The legal basis for this proposal, which will not be affected by the Single Act, is Article 128 of the Treaty.
2. The cooperation procedure does not apply to decisions taken with a simple majority.

Opinion of the Advisory Committee on Vocational Training
delivered at its meeting on May 27 and 28, 1986
on
The Commission's Working Document "The Training and Preparation of
Young People for Adult and Working Life"

The Advisory Committee of Vocational Training, at its plenary session on May 28, 1986, welcomed the working document in general and its analysis of the current situation in so far as it related to the European Community as a whole. It noted that in part this document was based on the Commission's review of youth training policies since 1983 (COM 86/285 final).

The Committee noted in particular the need for the Council and Commission to implement the mandate of the European Council meeting in Milan on 28-29 June 1985, which called for "Member States to do their utmost, within national policies, whenever possible in association with enterprises and social partners, to ensure that all young people wishing to do so receive one year's or if possible two years' vocational training in addition to their compulsory education". In this context the Committee was of the opinion that this wording should feature as such in the Commission's definitive proposals. The Committee also took the view that this formulation should be complemented by a reference to the need to see this commitment in the context of the Community's active policies to promote youth employment. In order to clarify the terms of reference of the document, the Committee moreover was of the opinion that the term "vocational education and training" should be used throughout the text, where appropriate.

The Committee then stressed the importance of ensuring the quality of training provisions, the setting of standards for training in close dialogue with the social partners, and the need to ensure the possibility for progression of all young people within and between the education and training systems. Training should lead to recognised qualifications, linked to the mainstream of vocational qualifications, as defined on a national basis.

The Committee was of the opinion that :

- (i) To achieve these aims, Member States should support in cooperation with the social partners the development and introduction of measures to strengthen links and cooperation at all levels between the vocational education and training systems and with all sectors of the economy both public and private with a view :
- to adapt curricula to enhance the capacity of the young people to achieve their full potential and to take account of economic, technological and social change,
 - to provide and develop a variety of learning opportunities which reflect working life and the practical realities and needs of the economy and,
 - to help young people as far as possible to develop an understanding of trends in the world of industry, commerce, services and agriculture, and the further training and employment implications and opportunities for them.

./..

- (ii) Member States should promote measures designed to forge closer cooperation and bridge the gaps between the various agencies responsible for the training and guidance of young people, including as appropriate public, private and voluntary bodies and youth organisations at national, regional or local levels. Such cooperation should be based on the idea of shared responsibility for the social and vocational integration of young people, and should facilitate the coordination and cost-effective implementation of all services and policies aimed at young people.

In this context, Member States should take steps to :

- diversify the provision for vocational education and training so as to offer choices for young people with different kinds of ability leading to recognised vocational training qualifications ;
 - allow for more flexible approaches towards achieving a better balance between the need for breadth in the programmes on offer and the requirements for necessary vocational specialisation.
- (iii) Member States should encourage greater use of opportunities which have been created outside the traditional systems for a more diversified process of guidance and counselling, and also promote the coordinated provision of guidance and counselling both during the final period of compulsory education and on a continuing basis thereafter in the light of the needs of young people, especially young women ;
- (iv) Member States should promote equal opportunities and give special attention to young people who are disadvantaged - whether because of their culture or race, their mental or physical handicap, their social or economic background or because of their levels of attainments as school-leavers. Special attention should also be given to the development of training programmes which could be of assistance to long-term unemployed young people. Member States should support measures to enable young people to develop the attitudes and basic skills (such as literacy, numeracy, handling new information technologies) so that they may secure access to appropriate training or employment.
- (v) Member States should encourage the development of creativity, self-initiative and entrepreneurial spirit as an important objective, enabling young people to take an active part in shaping and planning their own futures and to cope with continuing change, and to support initiatives which help young people themselves to develop such skills and experience.

In order to complement and back up the measures taken by Member States, the Committee was of the opinion that the Commission should continue with its activities to encourage innovation and the qualitative improvement of vocational education and training systems. The objectives of the Community-level actions in the context of youth training policies should be designed as follows :

- (i) to promote a European dimension to the developing training policies, by stimulating cooperative projects and research and by pooling experience and exchanging information ;

- (ii) to draw attention throughout the Community to the importance of mobilising all available resources so as to raise standards and increase the effectiveness of vocational education and training for young people, and to demonstrate the value of partnership initiatives which aim to provide an integrated approach to the vocational education and training of young people ;
- (iii) to give a multiplier value to the various partnership initiatives within individual Member States by arranging for the twinning of projects concerning vocational education and training within the framework of a European network designed to ensure the continuing transfer of experience of promising practices and to add a European dimension to the efforts of those involved ;
- (iv) to encourage young people to play a more active part themselves in the planning and management of projects which enhance their potential to cope with economic, technological and social change, and help them acquire the skills and confidence necessary to enter vocational education and training programmes on the labour market ;
- (v) to support the multiplicity of initiatives aimed at improving the social and professional integration of young people, and to increase efforts to combat youth unemployment.

These objectives should govern the choice of the specific actions to be pursued at Community level during the period 1987-1992. Moreover, the Advisory Committee was of the opinion that the policies and measures adopted by the Council as a result of the Commission's forthcoming initiative should be fully taken into account in the context of the review at Community level of the coordinated use of the structural funds, notably the European Social Fund.

The Committee welcomed in general the proposed measures set out in the Commission's working document (paras 19-32), in particular the creation of a European network of partnership initiatives in the field of vocational education and training for young people. The Committee also welcomed the proposed monitoring and analysis of training measures at Community level, as the basis for a continuing exchange of experience and information between Member States. Most members of the Committee were of the opinion that the Commission should encourage initiatives directly involving young people themselves especially where such initiatives lead to training or employment. Finally, the Committee stressed the vital importance of strengthening cooperation between the social partners and the education, training and labour market authorities in the further development of youth training policies at Community level.

The Advisory Committee requested the Commission to take this opinion, together with the various declarations recorded in the minutes, into account in the formulation of its proposals for submission to the Council.